

## Diversity, Equality and Inclusion Policy

The Chartered Institution of Water and Environmental Management is committed to encouraging diversity amongst and prohibiting discrimination across our whole organisation, and looks to promote diversity in the environmental and water industries more broadly.

We assert that a diverse organisation brings with it extensive benefits. Greater diversity enables a wider range of experience, skills and perspectives. It raises productivity, broadens ideas and makes our surrounding environments, workplaces and meetings richer and more beneficial.

Our aim is that we are inclusive across the entirety of our organisation. CIWEM therefore commits to ensure equality and fairness for all of our executive staff, board and various committee members and ensure that we never discriminate on the grounds of age, disability, ethnic origin, gender, marital status, race, nationality, religion or sexual orientation.

Our selection processes for employment, promotion, training or any other activity will be on the basis of aptitude and ability. Employees are encouraged to develop to their full potential within the needs of the organisation. We work to ensure that the diverse talents and resources of each individual will be utilised to maximise the effectiveness of the organisation.

This policy document forms the basis of our beliefs on diversity and inclusion. At CIWEM, we are always looking to improve, change and better ourselves, as well as encouraging others to do the same.

Our commitments:

- Creating an environment in which individual's differences and the contributions made by all are recognised and valued.
- Ensuring all CIWEM's meetings, events and conferences promote an environment which is comfortable and encouraging for all to attend and actively participate in.
- Providing a working environment that promotes dignity and respect for all. Intimidation, bullying or harassment are not tolerated and will be dealt with severely.
- All documentation is reviewed to ensure it is not biased, unfair or exclusive.
- CIWEM membership, services and benefits are provided to all members and employees fairly and equitably.
- We will continue to review and assess our policy, practices and procedures to ensure they are fair and improved upon when needed.